BB7

GRADUATE BROCHURE 2024–2025



We pride ourselves on the quality of our techical professionals. Our unique offering balances technical excellence with flawless client services.

We are a trusted, independent advisory firm focused on fire and specialist services. We offer strategic advice, innovative design, construction oversight and risk management services.

BB7 was founded by CEO, Ben Bradford in 2009 with 7 underpinning values which would shape the company. The number one value then was 'People,' and over 14 years later, it still remains our top priority now under the name 'One Team.'

So how do we live and breathe this underpinning value?

We invest in our people, we nurture careers, we support our people to get to the position they aspire to, and we sponsor our Graduates at the beginning of their careers. With great people, we collectively create a great company. Over time, our 7 values have been streamlined into 4 key areas.

Creators of Safe Spaces

Values

One Team

Our success comes from our deep knowledge and diverse experience. We build together.

Keep it Clear

Clarity allows us to do the best job possible. We build transparently.

Always Imagine

New thinking leads to new opportunities. We build better futures.

Do Good, Be Good

A positive future can only be possible if we have the right intentions. We help to build a better world.

BB7 are more than just a name on companies house, we are a family of diverse individuals. Our values embody who we are as an organisation, they are our binding factor, a catalyst to our success as a team.

Our values provide inspiration and guidance for our people, shaping everything that we do. They are more than just an extension of the brand, they bring our company to life. They shine through in all areas of our work – from recruitment and learning, through to project delivery and innovation.

Our unique culture is central to our business strategy and our service delivery. We are a transparent organisation united under a shared understanding of each other's needs and wishes.

We aim to only do good, striving to build a better future together.

GRADUATE PROGRAMME



Our Graduate Sponsorship Programme is the beginning of your career journey at BB7. We sponsor our team of Graduates to continue their academia to achieve a MSc in Fire Safety Engineering or similar. In doing so you are on the right path to Chartership (CEng or MCABE).

We will coach and mentor you with promotion in mind, focusing on consulting skills, project management, commercial understanding and technical excellence. You will have a dedicated mentor and supportive team around you to ensure you can realise your full potential.

7 steps to success as a graduate at BB7



1. You will develop your knowledge of fire design legislation including Building Regulations, Regulatory Reform (Fire Safety) Order 2005, and prescriptive guidance/ regulations such as Approved Document B, BS 9991 and BS 9999.

2. You will develop your knowledge of fire engineering techniques such as BS 7974, structural fire engineering, zone modelling, CFD modelling and evacuation modelling.

3. You will prepare fire strategies for different sectors.

4. You will prepare engineering technical reports.

5. You will support the team working on technical solutions and large-scale projects.

6. You will develop an understanding of project management processes & procedures.

7. You will develop professional conduct when dealing with clients.

Our internal graduate programme

Our new and improved Graduate onboarding will include the following:

BB7 Best Practice

This key learning outcome concentrates on your soft and hard skills and introduces you to the BB7 way of working in line with our values and goals. This key learning outcome will help you develop well rounded consultancy and project management skills which will support your technical abilities.

Consultancy

All the skills you will need to be a great consultant will be covered in this key learning outcome; you will spend time with our most skilled and technical staff who will guide you to become the best version of you!

Technical

- Fire Design.
- Construction Knowledge and Fire Assurance.
- Engineering Principals and
- Fire Engineering.
- Fire Risk Management.

Our key technical learning outcomes will be delivered by our most experienced technical team members who will give you training and insight into all the disciplines which shape BB7.

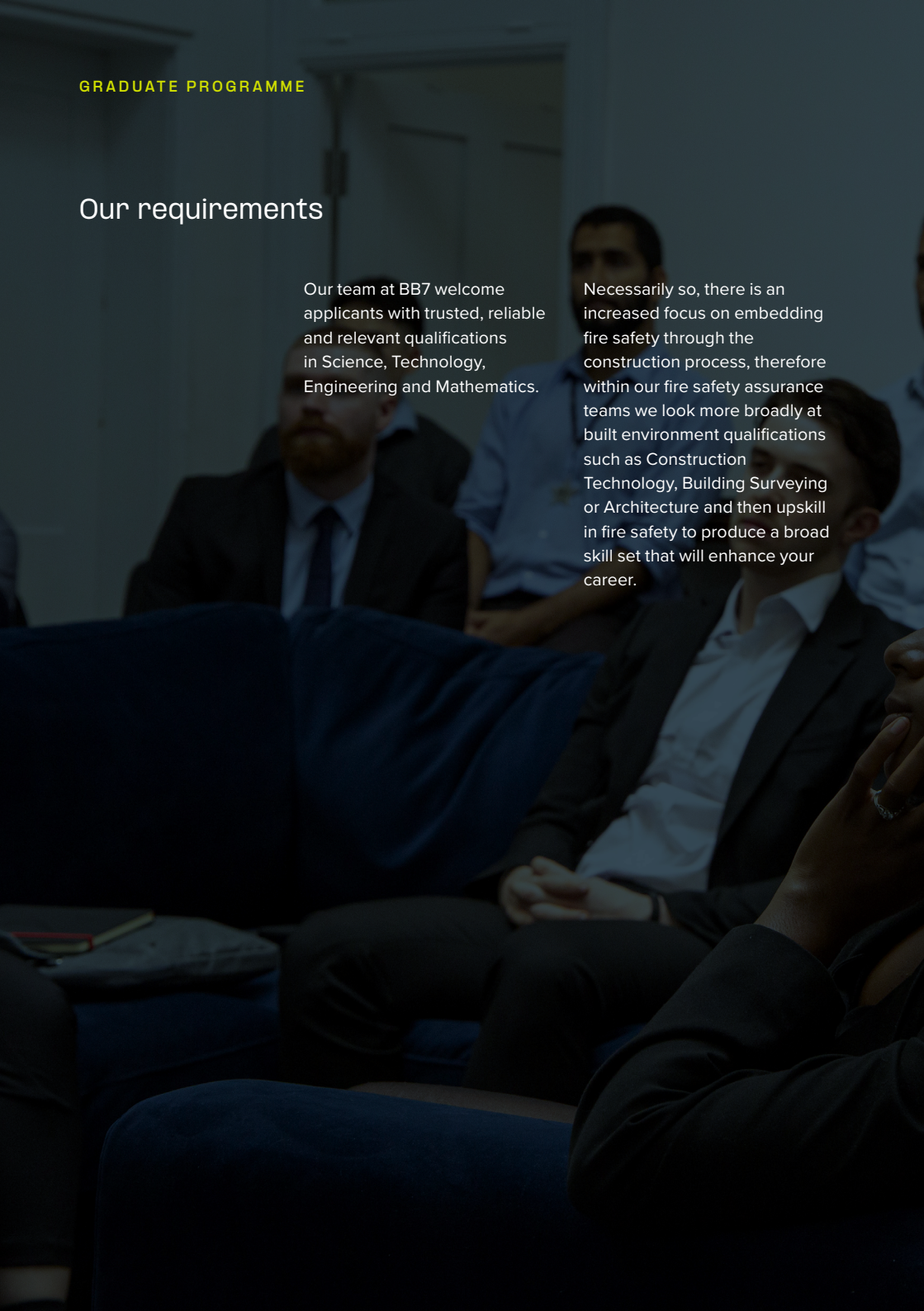


- Our requirements
- Our packages
- Our benefits

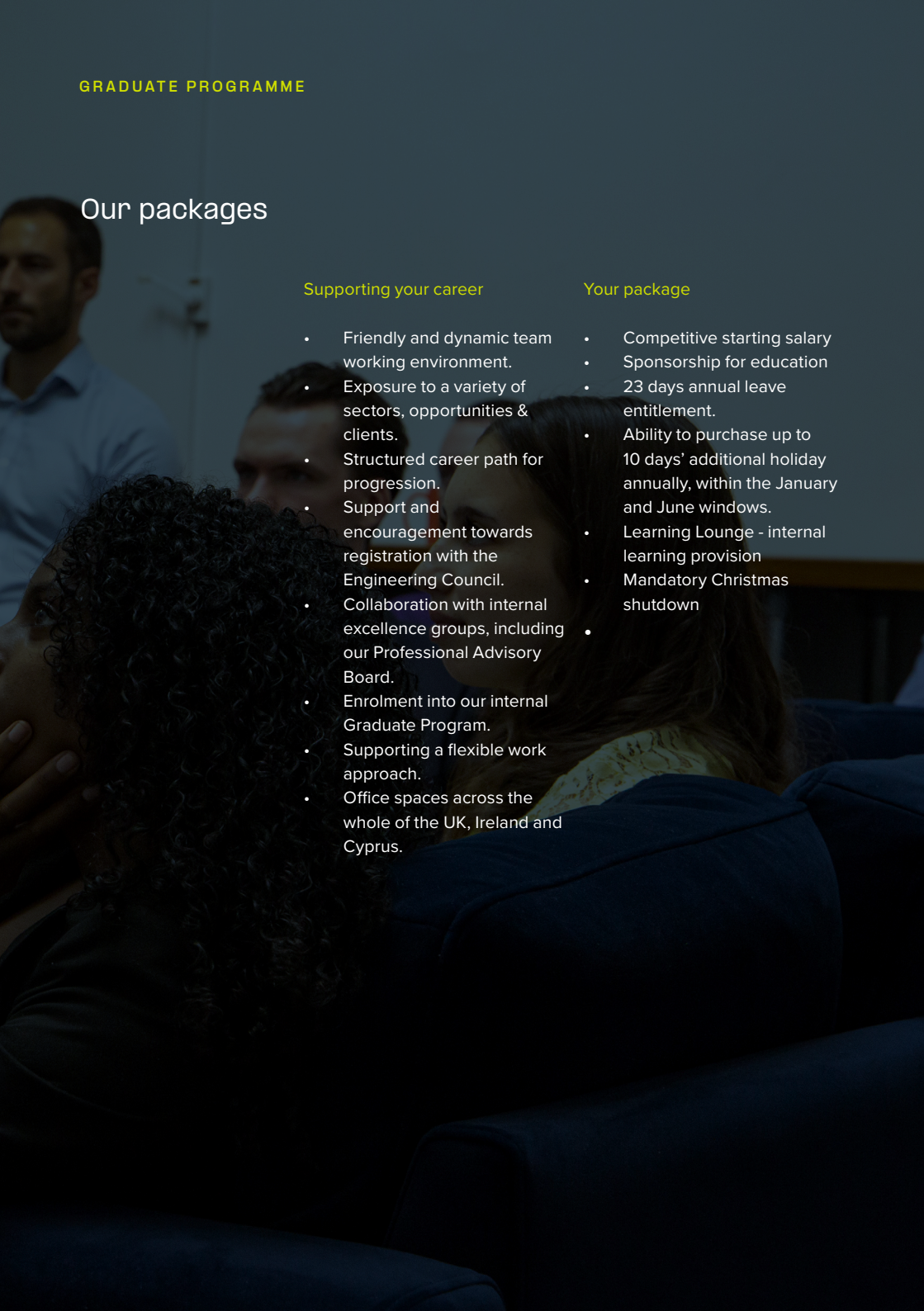
Our requirements

Our team at BB7 welcome applicants with trusted, reliable and relevant qualifications in Science, Technology, Engineering and Mathematics.

Necessarily so, there is an increased focus on embedding fire safety through the construction process, therefore within our fire safety assurance teams we look more broadly at built environment qualifications such as Construction Technology, Building Surveying or Architecture and then upskill in fire safety to produce a broad skill set that will enhance your career.



Our packages



Supporting your career

- Friendly and dynamic team working environment.
- Exposure to a variety of sectors, opportunities & clients.
- Structured career path for progression.
- Support and encouragement towards registration with the Engineering Council.
- Collaboration with internal excellence groups, including our Professional Advisory Board.
- Enrolment into our internal Graduate Program.
- Supporting a flexible work approach.
- Office spaces across the whole of the UK, Ireland and Cyprus.

Your package

- Competitive starting salary
- Sponsorship for education
- 23 days annual leave entitlement.
- Ability to purchase up to 10 days' additional holiday annually, within the January and June windows.
- Learning Lounge - internal learning provision
- Mandatory Christmas shutdown
-

GRADUATE PROGRAMME

Benefits

- Hybrid Working
- Pension Scheme
- All Star Award
- Bonus Scheme
- Private Health
- Life Cover
- Tech Allowance
- Electric car benefit
- Cycle2work Scheme
- Wellbeing Cashback Scheme
- Financial Wellbeing Support (UK Only)



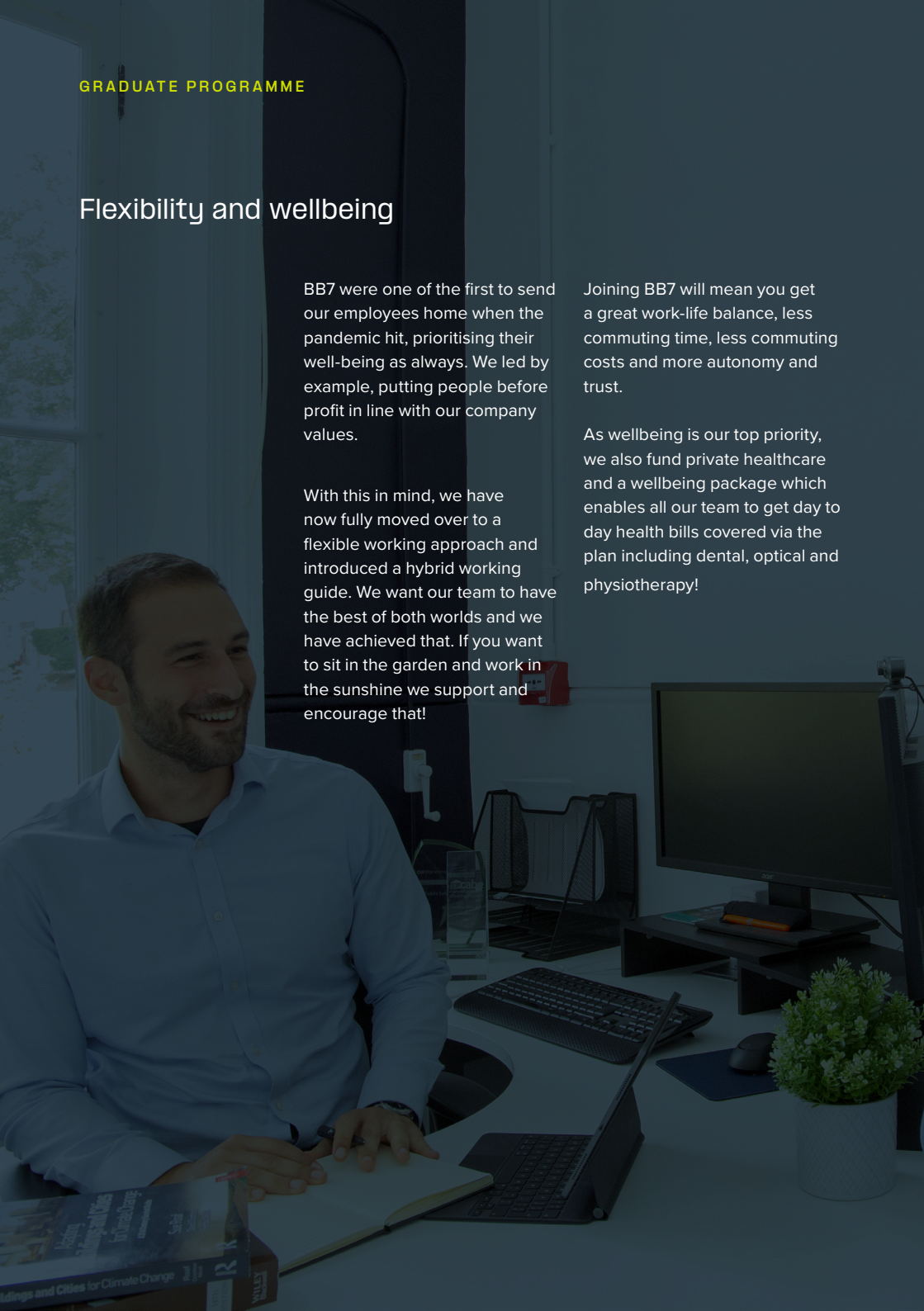
Flexibility and wellbeing

BB7 were one of the first to send our employees home when the pandemic hit, prioritising their well-being as always. We led by example, putting people before profit in line with our company values.

With this in mind, we have now fully moved over to a flexible working approach and introduced a hybrid working guide. We want our team to have the best of both worlds and we have achieved that. If you want to sit in the garden and work in the sunshine we support and encourage that!

Joining BB7 will mean you get a great work-life balance, less commuting time, less commuting costs and more autonomy and trust.

As wellbeing is our top priority, we also fund private healthcare and a wellbeing package which enables all our team to get day to day health bills covered via the plan including dental, optical and physiotherapy!



Giving back

Here at BB7, we are focusing on giving back and so far have worked with various charities, raising money through fundraising events. Our CEO Ben Bradford even ran the London Marathon for Action against Hunger and Engineers without Borders!

We understand the importance of ensuring we limit harm and create positive externalities for our stakeholders. We operate in order to create safer spaces for the environment. That's why we developed Cycle 7, our approach to making BB7 a responsible organisation.

Cycle 7 is made up of the following factors adapted from the *United Nations' 17 sustainable Development Goals (SDGs):

- Health and Wellness
- Learning and Development
- Community Impact
- Diversity and Inclusion
- Environmental Impact
- Stake holder engagement
- Corporate Governance

CYCLE 7

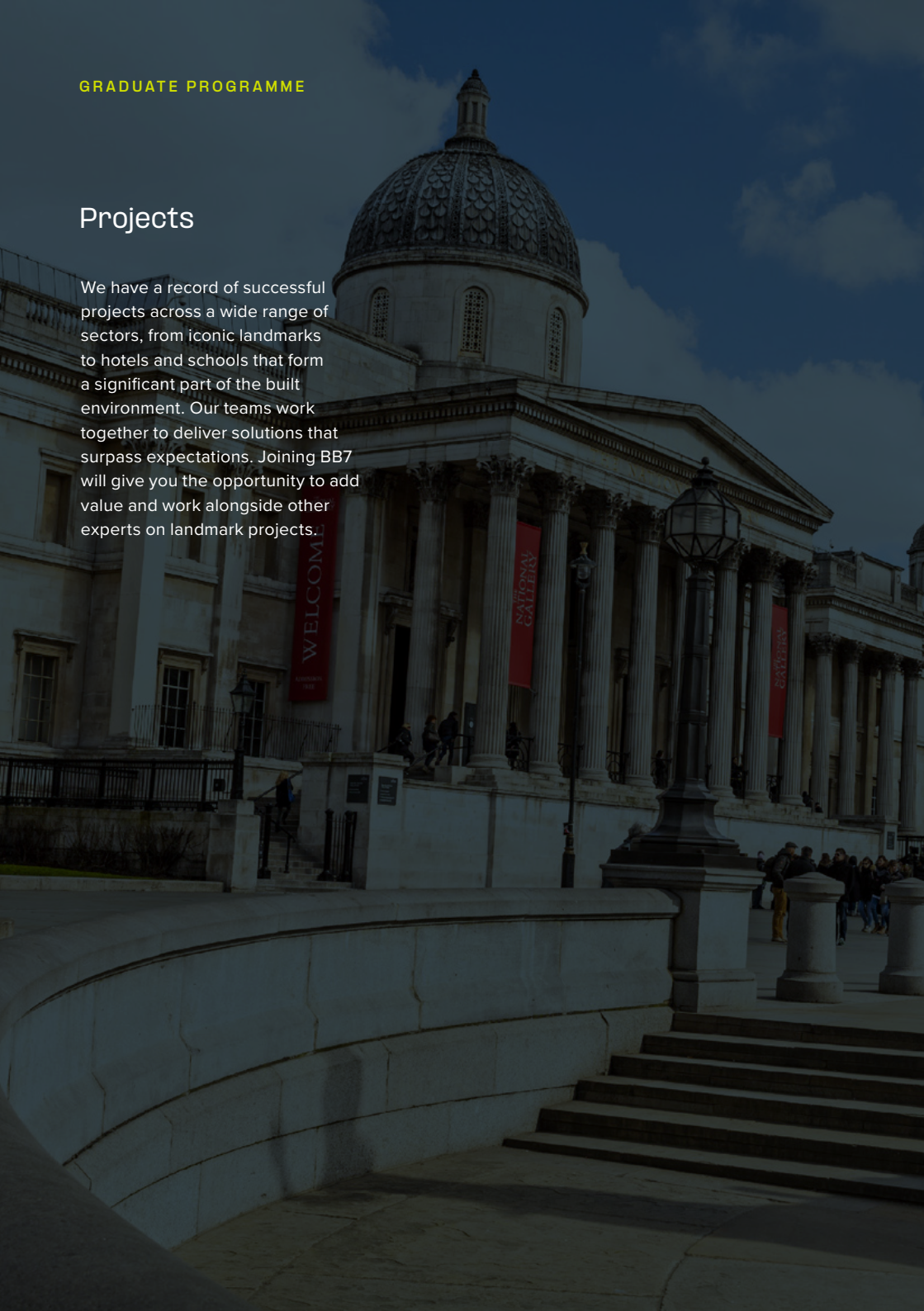
Locations

With over 150 employees across 9 offices and with global presence, we are continuing our international growth to help strive to build a better future for our industry.

Kent
Leeds
Dublin
Belfast
Cyprus
London
Donegal
Glasgow
Manchester

Projects

We have a record of successful projects across a wide range of sectors, from iconic landmarks to hotels and schools that form a significant part of the built environment. Our teams work together to deliver solutions that surpass expectations. Joining BB7 will give you the opportunity to add value and work alongside other experts on landmark projects.





KENT
Chatham Dockyard



LONDON
Natural History Museum



LONDON
Atlas Building



QATAR
Alar Hotel



LONDON
Waterloo Station



LONDON
Tower Bridge



BIRMINGHAM
90-97 Broad Street



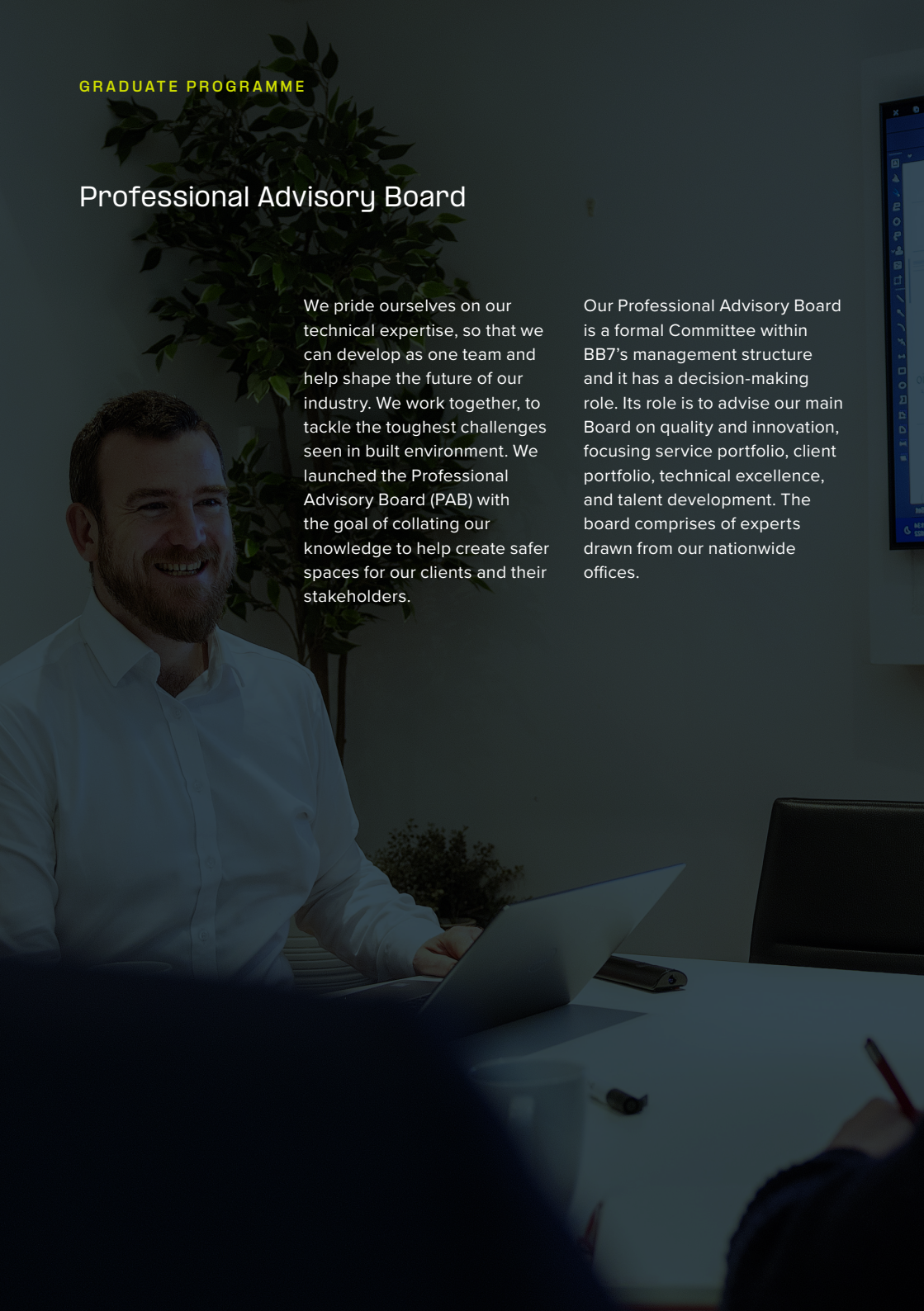
LONDON
One Nine Elms



SALFORD
Regent Plaza

GRADUATE PROGRAMME

Professional Advisory Board



We pride ourselves on our technical expertise, so that we can develop as one team and help shape the future of our industry. We work together, to tackle the toughest challenges seen in built environment. We launched the Professional Advisory Board (PAB) with the goal of collating our knowledge to help create safer spaces for our clients and their stakeholders.

Our Professional Advisory Board is a formal Committee within BB7's management structure and it has a decision-making role. Its role is to advise our main Board on quality and innovation, focusing service portfolio, client portfolio, technical excellence, and talent development. The board comprises of experts drawn from our nationwide offices.

Graduate Testimonials

"BB7 were particularly interesting to me because of the company's strong reputation for offering opportunities, investing in individuals, and providing career prospects. While studying my undergraduate degree at UCLan, I frequently heard from my course tutors and peers who had established themselves in the fire sector that BB7 was one of, if not the best, employers in the industry and that any opportunity to be part of their ever growing team would be invaluable. I knew that by pursuing a career with BB7, I would be heavily invested in and valued for the long term, so that I could establish the career I wanted, whilst also growing as an individual."

Alex Manford-Walley - Graduate Fire Engineer

"I was drawn to BB7 because it offered me the unique opportunity to start my career in Fire Engineering and explore this specialized field while simultaneously studying civil engineering at university.. The One Team moto showed me that regardless of level of seniority, office location or discipline, everyone will take a question or query seriously. This supportive and friendly environment allowed me to grow and develop in my Graduate role. My time at BB7 has been a massive learning curve, enabling me to expand my knowledge of engineering skills whilst working on a range of impressive projects. The team's encouragement to engage in any schemes that come through has allowed me to apply my learning into practice."

Hebe Colley - Graduate Fire Engineer

Learning Lounge

At BB7, we are passionate about the development of our team. Not only through the coaching and mentoring provided within our graduate program, but through the high-level knowledge we share through the Learning Lounge.

The Learning Lounge is more than just a training programme - it's a hub of technical excellence designed to empower you with the tools, knowledge and skills needed to thrive in your career. Employees can learn at their leisure through our regular CPD, helping you to stay ahead of industry changes, cultivate new skills, enhance career progression and build confidence in your role.

In 2023, we delivered over 80 hours of CPD to the BB7 team, using the expertise from our techincal experts and external speakers. Our mission to build better futures is achievable through providing our employees with the training needed to grow personally and professionally.

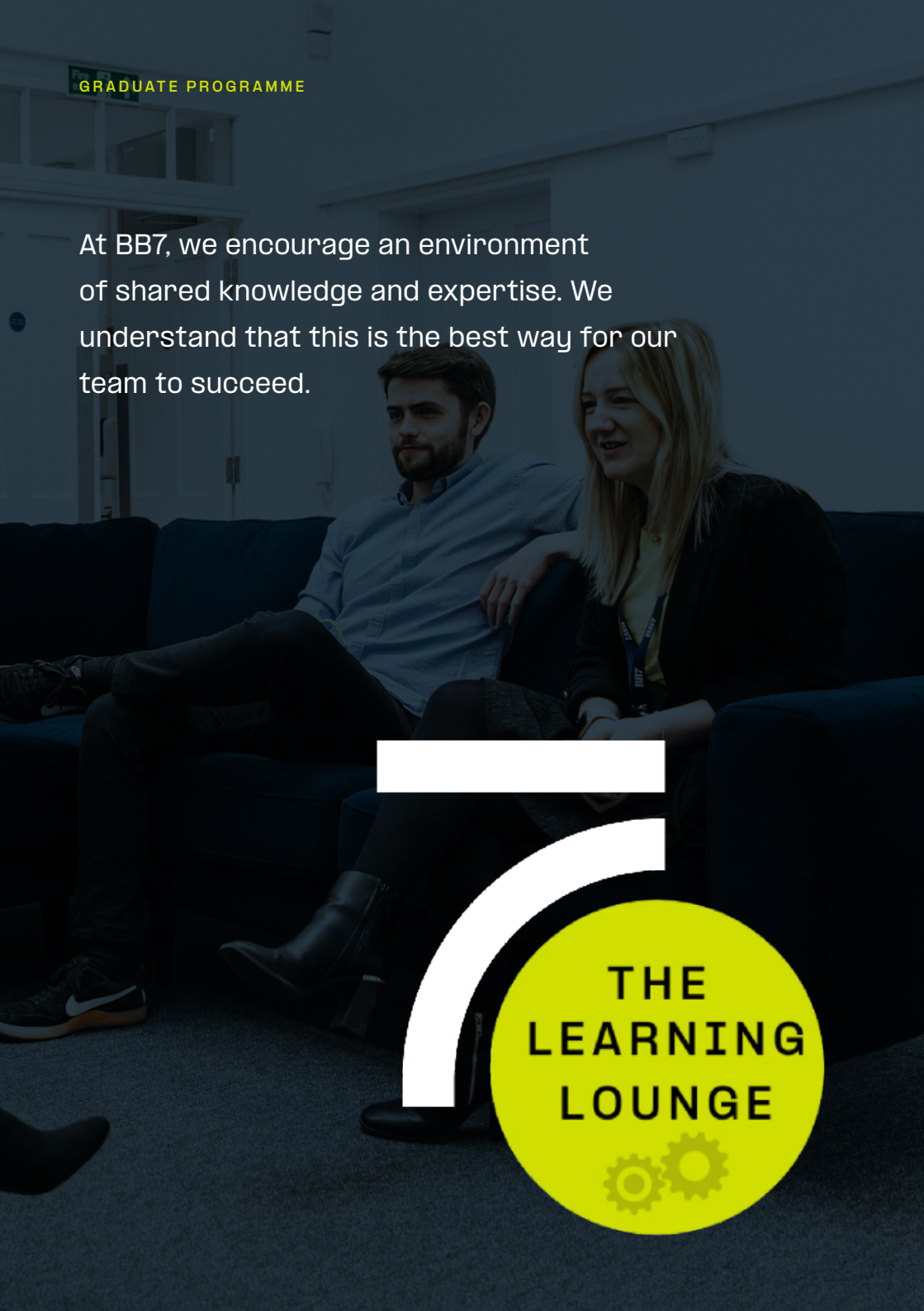
To aid the development of our team, our E-Learning platform contains a rich library of educational resources for our employees to access freely. From personal development skills to industry knowledge, we are empowering our team with the resources needed to make a difference. We take pride in the learning and development opportunities that we offer to our team, and are continuously expanding these to suit all needs.

Knowledge is powerful; at BB7 we encourage an environment of shared knowledge and expertise that can be tailored for your professional development journey.

If you are interested in finding out more on the Learning Lounge, please email our team at **BB7Learning@bbseven.com**

FireQual
Recognised Programme

At BB7, we encourage an environment of shared knowledge and expertise. We understand that this is the best way for our team to succeed.



A note from our CEO



"BB7 doesn't offer jobs, we offer careers. You won't work for BB7, you will work with BB7. A career is an occupation undertaken for a significant period of your life and you will be looking for opportunities to progress; therefore career decisions about which firm to work with are important. We all spend a lot of our lives at work and the working day goes quicker when you are happy, fulfilled, intellectually stimulated and achieving something.

We want to create value for clients and our employees by being wise and, in doing so, become the leading independent specialty consulting firm in the United Kingdom and Republic of Ireland. Beyond this, the work we do contributes to a safer, more secure, resilient built environment for future generations and ultimately the public good.

The public interest is important to us because we are professionals, members of a profession and BB7 is a professional service firm. We will remain a practice-based business, not a business-based practice with technical excellence and engineering at the heart of what we do. This is one of the primary reasons our structure includes a Professional Advisory Board.

Workplace happiness is not a myth. At BB7 the following seven factors are standard; Flexibility, Progression, Trust, Appreciation, Communication, Great Leadership, Great Culture.

That's why we are one of the UK and Republic of Ireland's Best Companies to work with.

Join us, and begin inspiring".

Diversity and Inclusion

BB7 is committed to creating a diverse work environment and is proud to be an equal opportunity employer. All BB7 employees, and those in association with BB7, will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. BB7 is also committed to compliance with all fair employment practices regarding citizenship and immigration status. Diversity, equity, and inclusion are at the heart of our values and our growth strategy and play an important part in our company's success.

For BB7, creating a diverse workforce and an inclusive workplace fosters greater creativity, innovation and connections to the communities we serve. Our aspiration is not only to mirror the diversity of the communities where we operate, but also to lead and advocate for a better shared future.

To us, diversity & inclusion is more than just a business strategy. It is part of our environment and culture.

We strive to build an environment of inclusion that allows our team to contribute, participate, and succeed. Diverse thoughts and values are acknowledged and respected, and BB7 places a high value on open dialogue and transparency. We follow a Zero Tolerance policy when it comes to discrimination and harassment to ensure we create a safe space for all of employees.

We are one Team.
We are BB7.

GRADUATE PROGRAMME

Join us, and begin inspiring

Join us, and begin your career with BB7. Give yourself the opportunity to be surrounded by industry experts. Email your CV to: hr@bbseven.com or apply via our job board.

Want to see more? Check out our website and take a look at some of our exciting projects, and the experts that work on them.



